



Staker Paving & Construction

Employee Safety Handbook

GENERAL & WORK-SITE PLAN
DRUG TESTING POLICY
& HAZARD COMMUNICATION PROGRAM

TABLE OF CONTENTS

	Page
I. Statement of Safety Policy	1
II. Safety Program Objectives and Goals	1
III. Safety Responsibilities	1
IV. Accident Reporting	2
V. Safe Operating Practices and Procedures	
A. General Safety	3
B. Craft Specific Safety	6
VI. Medical & First Aid Procedures	17
VII. Back Injury Prevention Program	18
VIII. Drug Testing Policy	25
IX. Hazard Communication	
(Including Pertinent MSDS's)	28
X. Charts and References	35
XI. Acknowledgement Receipt	Last Page

I. STATEMENT OF SAFETY POLICY

It is the policy of STAKER PAVING & CONSTRUCTION CO. that every employee is entitled to work under the safest possible conditions. To this end, every reasonable effort will be made in the interest of accident prevention, fire protection and health preservation at each location where work is performed. Responsibility for the safety program is delegated to line supervision in accordance with the chain of command.

II. SAFETY PROGRAM OBJECTIVE AND GOALS

The objective of our safety program is the prevention of all accidents. We recognize that safety and efficiency go hand in hand and that we cannot operate competitively without making a major effort to control all events that might lead to personal injury, or damage to property or equipment.

Teamwork will be required to accomplish the following goals:

1. Protection of the health and well being of all personnel as they relate to the work sites and the public.
2. Prevention of damage to equipment and property.
3. Compliance with all State and Federal Health and Safety Standards as they relate to O.S.H.A., E.P.A. and M.S.H.A.

We are not interested in establishing records alone. We are interested in reducing, to an absolute minimum, the accidents that cause pain and suffering to people and loss or damage to property and equipment.

*We expect all employees to cooperate and participate in this program.

*We expect all levels of management to give considerable thought and action to accident prevention and to make a sincere, whole-hearted effort to meet our goals.

III. SAFETY RESPONSIBILITIES

A. EMPLOYEE

1. Each employee is responsible for exercising the maximum care and good judgment necessary to prevent accidents.
2. To read, understand and abide by the safety rules outlined in this book.

3. To report to your supervisor any unsafe conditions, equipment or practices as soon as possible. This can also be accomplished by contacting the company safety manager.
4. Employees will be provided with the necessary personal protective equipment - and are expected to use them.
5. Each employee is to consider any company sponsored safety meeting as part of his/her regular duties. Your attendance and attention are required.
6. Every employee shall, immediately upon arriving at the job site, inspect the work area for possible hazards and do everything possible to eliminate them prior to beginning work.

IV. ACCIDENT REPORTING

1. All injuries, no matter how slight, must be reported immediately to your direct supervisor.
2. All work related injuries or illnesses will be treated by a health care provider named by the company. Your foreman will have a list of those closest to your work area. According to Utah law, if you do not use a designated health care provider, you may be liable for the difference in expenses incurred.
3. **FOR NON-EMERGENCY INJURIES AND ILLNESSES:** You must inform your supervisor (and if possible the safety manager) prior to visiting the primary care facility. In emergency cases, the nearest facility shall be used.

V. SAFE OPERATING PRACTICES & PROCEDURES

Regardless of the amount of experience you have working in the construction industry, when you first come on the job, you are considered a new employee. As a new employee to a project, you will find a new environment, with new co-workers and possibly a new assignment with a new supervisor. If you are a seasoned Staker employee, you understand that we have the unique responsibility to be extremely mobile in our work. Some crews may visit multiple job sites in the course of one day. At each site you should take time to familiarize yourself and your co-workers with the potential hazards of the area and the work to be performed.

As it is not possible to assure a safe job site by just publishing rules and regulations, we have to depend greatly on the experience, good judgement and common sense of our employees to make your safety program successful.

Read, understand, and follow the safety rules. We are doing all that is possible to give you the safest working conditions. We have established one of the finest safety records in the Intermountain West. Failure to comply with these safety rules will not be tolerated and violation of them may result in the termination of your employment with the company. We appreciate your willing and hearty cooperation in this safety program.

GENERAL SAFETY RULES

1. **Lockout** - All machinery or equipment powered by electricity, steam, hydraulics, air, vacuum, gas, water, and gravity load must be locked out by each employee working on the machinery. Each employee will lockout and remove their own lock personally. *No passing or delegating keys or unlocking.*
2. Every employee shall, immediately upon arriving at the workstation, inspect the work area and be sure that everything is in a safe condition and safe working order.
3. Employees in the industrial areas will wear the necessary protective equipment, i.e. leather-over-the-ankle work boots with a heavy sole will be worn at all times while on the job. No gym-type shoes will be allowed. Personnel working around the crusher, hot plants and shop will be required to wear safety toed work boots.

**Safety glasses, ear plugs, hard hat and steel toed work shoes will be worn as required by the owner or hazards present.*

4. Tank tops, shirts cut off at the midriff, moon boots, sandals, sneakers, jogging shoes or short pants are prohibited in the industrial/work areas. Shirt sleeves must extend at least 6 inches down the arm and cuffs on pants should be avoided.
5. Unless directed by your supervisor for machine repairs, no employee shall remove, displace, damage, destroy or carry off any safety device or safeguard furnished or provided for use in any place of employment.
6. Every employee shall leave the job area in as safe a condition as possible, and arrange to give any warning of anything that might result in injury to fellow employees or others unfamiliar with existing conditions.
7. Any employee working in any manner which may cause injury to self or other employees and who has been warned of such danger, shall immediately correct the manner, method or working or be subject to termination.
8. Any employee noting dangerous or unsafe conditions, damage or defects to any apparatus, equipment, or machinery shall immediately report such conditions or defects to the immediate supervisor.

9. Any employee in doubt as to the meaning of any law, safety rule or regulation shall at once ask their immediate supervisor for a complete explanation.
10. Drinking of alcoholic beverages or use of drugs or narcotics will not be tolerated on the job. Violation may result in termination. (Also, see Drug Policy in this book).
11. Do not come to work if intoxicated, under the influence of drugs or narcotics, sick, or in otherwise poor mental or physical condition. If you do, you become a liability to yourself and your co-workers.
12. Faulty or defective tools or equipment are not to be used. Should tools become faulty from use, report this to your supervisor at once.
13. Observe good housekeeping. Keep your work area clean. Put trash in the places provided for it.
14. Goggles and/or safety glasses will be worn when drilling, chipping, grinding, or when there is a danger from flying particles. Approved dark safety lenses with the proper head protective hood will be worn when burning, welding, brazing or cutting.
15. When lifting, use your legs and not your back muscles. Get help handling heavy material. Be extra careful if catwalks are used.
16. Horseplay, pushing, crowding, fighting, scuffling, or throwing objects (rocks, etc.) are forbidden any time on the job.
17. Do not turn on electricity, compressed air, water or set in motion any machinery without first seeing that you will not endanger another person by doing so.
18. Do not make any electrical repairs unless you are qualified and assigned to do so.
19. If you are riding in the back of a pickup or truck, you must sit down inside the bed with your arms and feet inside the box. (Note: this is allowed only when there are seats with safety belts or harnesses provided for each passenger. Otherwise, find an alternative way for transportation.
20. Do not work, walk, or stand under a suspended load; and do not leave a suspended load unguarded.
21. Use a tag line to guide all suspended loads or material.
22. Approved safety belts and lifelines must be worn at all times when working at heights where a work platform with handrails cannot be provided.

23. Be familiar with the locations of first aid and fire fighting equipment and learn how to use it. Never stack material in front of a fire extinguisher. Keep them accessible at all times.
24. Do not attempt to use any material or operate any equipment which you have not been specifically assigned to by your supervisor or is not part of your regular job without getting necessary instructions to do so.

UNAUTHORIZED use of any equipment, chemical, or substance may result in termination of any person(s) and the Company's exemption of any liability should personal injury or property damage occur.

25. Do not jump off moving equipment, and watch your step whenever you are making the last step to the ground from a piece of equipment.
26. Smoking is prohibited within 50 feet of any combustible storage or fueling operation.
27. Do not distract any machine operator.
28. When working with a crew where a crane or hoist is used, one person only is to direct movement of the load.
29. It is prohibited to clean the clothing or person with compressed air.
30. Do not break or disconnect pressure lines without first bleeding the line of pressure.
31. All ladders will be tied off, extend at least 3 feet above the working surface, must be in good condition before using, and be properly spaced from the wall.
32. Use safety chains or whip checks on all air hoses larger than 1/2 inch.
33. Keep oxygen and acetylene bottles upright at all times, securely chained, and valves turned off, and hoses and cables up and out of the way when not in use.
34. All vertical bank trenches for feet or greater in depth will be shored and/or sloped the approved angle.
35. Ear protection will be worn in areas of high noise concentration.
36. Riding on crane loads, headache balls, or hooks will not be permitted.
37. Any work for feet or more above the ground surface will be done from an approved scaffold or work platform.

38. Moving machinery or equipment must be locked and tagged out of service before any repair work is started.
39. Do not climb, jump, step, or crawl on or over any conveyor belts, transmission belts, or other moving machinery.
40. Do not place speed above safety. If each worker will be watchful of everyone else, as well as him/herself, accidents can be held at a minimum.

Ignorance of safety rules is no excuse for their violation. Violation of safety rules, written or unwritten, will be reason for termination.

CRAFT SAFETY RULES

The following are specific rules for each craft in which an employee is trained or assigned. Since many of you will be required to do several different jobs you should read the safety rules for all crafts paying particular attention to yours. If you do not understand something, ask your supervisor to explain.

ASPHALT LAYDOWN AND HOT PLANT OPERATIONS

1. All general rules apply.
2. When asphalt is produced or applied to a ground surface, temperatures can exceed 300 degrees F., consequently the risk of burns are high. The following clothing must be worn for your protection: Heavy duty work shoes (with good soles to protect the bottoms of your feet from being burned), long pants (without cuffs), shirts with 6 inch sleeves, and you should have gloves handy in case you are required to have direct contact with the hot mixtures or machinery.
3. These operations are very active with many individuals working in congested areas. Therefore, constant vigilance is required on everyone's part.

*** Operators of mechanized paving equipment, rollers, etc. shall not dismount their machine on the active traffic side of the equipment.**

*** No vehicle is to back into the laydown machine without a spotter and must be equipped with a working backup alarm.**

4. Operators of bi-directional rollers must be sure that the area to be compacted is free from vehicles, workers and pedestrians.

5. Around the plant, keep hot oil and electric lines in good condition. Clean up spills promptly to eliminate burn and slipping hazards.
6. Cold oil transfers will only be made with properly engineered and approved equipment. Unless otherwise directed, cold oil shipments should be rejected and sent back to the supplier.

CARPENTERS

1. All general rules apply.
2. In your work area "housekeeping" is a big part of your responsibility. Keep the job orderly. Remove all protruding nails or screws immediately.
3. Do not leave any portable electric equipment lying around where it may cause injury. Be sure to disconnect portable electric equipment when not in use.
4. Any board or long material which is to be moved or handled must have a worker at each end if sufficiently long to be hazardous.
5. Wear gloves when handling rough material that may cause hand or finger injury.
6. All handrails must be securely braced. All cross rails are to be placed on the side toward the walkway or platform. Toe board are to be installed on all platforms and scaffolds as required.
7. Keep your work shoes in good condition so that your footing will be solid and secure.
8. Erect scaffolds and supports from sound material of ample strength to carry the load.
9. Do not carry sharp-edged tools in your pockets unless the edges are protected in a sheath.

CONCRETE CREW and CEMENT MASONS

1. All general rules apply.
2. Workers should use a protective hand cream to avoid contact dermatitis.

3. Eye protection is to be worn during all batching, pouring, chipping, or sandblasting operations. If concrete splashes into the eyes, flush immediately with clean water.
4. Unless conditions are favorable, employees working around batching operations are to wear respiratory protection.
5. Full body protection, i.e., gloves, aprons, and eye protection, is to be used when working with acids or any other dangerous chemical.
6. "Confined Space" entry rules are to be followed if entry into a silo, bin or manhole is required.
7. Use care and caution when pulling on a hose - it might become disconnected. All hoses and lines must have positive means of remaining connected by means of a whip check or safety chain.
8. Do not ride on any bucket at any time.
9. Stay clear of moving or overhead buckets or loads. Use a tag line to control the suspended load.
10. Keep floors and platforms clean of oils and grease.

CRANE OPERATOR AND OLIERS

1. All general rules apply.
2. Know your crane thoroughly. It is your responsibility to be familiar with all features of the crane before you operate it.
3. Be sure that all safety devices are in good working order.
4. Operate the crane safely at all times. If you are in doubt as to the safety of a lift or the position of the crane, refuse to handle the load until safety is assured.
5. Do not lower the cable below the point where less than two full wraps of cable remain on the drum.
6. Do not make lifts beyond the safe lifting capacity of the slings, ropes, chains, wire rope or hooks.
7. Be sure that all personnel are clear before you start a lift.
8. Refuse to put a load in an unsafe place.

9. Never permit anyone to ride on the load or hooks.
10. Do not permit any load to be left suspended during a lunch break or at the end of a shift.
11. Make sure that your crane is equipped with a working fire extinguisher.
12. When the undercarriage is to be serviced, make sure that the crane is shut off and the keys removed to prevent accidental start-up.
13. Never grease the machine when it is in operation.
14. Heed the advice of the operator who is experienced. (It will most likely save you time and injury.)
15. Never work close to a bank or in a position where equipment may swing back and pinch any person. Do not stand under overhanging banks.
16. Always assist the operator by using standard signals when positioning or relocating any material or equipment.
17. Do not fuel the crane while the engine is running. Do not smoke or allow smoking in the area where the machine is being serviced.
18. Never spot equipment too close to a soft shoulder or edge of a bank or slope.
19. DO NOT OPERATE A CRANE BOOM WITHIN (TEN) FEET OF ANY ELECTRIC POWER LINE.
20. Barricade the swing radius of all cranes where personnel might even remotely be exposed to the crane housing or any part of the moving machine.

BLASTING OPERATIONS

1. All general rules will apply.
2. The handling and use of all explosives and blasting materials will be supervised by a person of proven experience and ability in blasting operations.
3. No person under the influence of intoxicants or narcotics will handle explosives in any way.

4. Explosives must never be left lying around loose or in unlocked containers where they may be assessable to children or other unauthorized persons.
5. Explosives or empty containers, which held explosives, will never be left where livestock can reach them.
6. Empty containers, which have held explosives, must be destroyed by controlled burning.
7. Never shoot or allow anyone else to shoot into explosives with firearms. Do not allow shooting within the vicinity of explosive storage magazines.
8. Never abandon explosives. Dispose of or destroy them in accordance with methods recommended by the manufacturer.
9. Do not use explosives that are deteriorated or damaged. Report such conditions to your supervisor.
10. Never carry explosives or blasting caps in pockets or other parts of clothing.
11. Do not attempt to use or reclaim fuses, blasting caps, electric blasting caps, or any other explosive that has been water soaked, even if they have dried out.
12. Magazines in which explosives are stored will not be used for any other purpose.
13. Only nonferrous tools (brass etc.) will be used when preparing or handling explosives for detonation.
14. A complete and up-to-date inventory will be kept at all times in the storage magazine.
15. Transportation and temporary storage of explosives will take place only in approved vehicles and containers.

ELECTRICIANS

1. All general rules apply.
2. No electrician will use a metal hard hat.
3. Electricians will shut off and lock out main disconnect switches and post signs before working on electrical equipment. The employee performing the work will keep the "lock-out" key in his possession.

4. Protective equipment will be worn when working near or with acids or storage batteries.
5. Materials selected and methods of installation and maintenance shall follow the standards prescribed by the National Electric Code.
6. Never allow inadequate insulation, insufficient circuit protection, incorrect grounding or polarity, overloaded circuits, insecure connections, etc., that might later result in shock or fire.
7. All wiring circuits must be identified with proper markings (at control panels, switches and fuse boxes) to indicate the type of service they provide and what they control.
8. The non-current carrying part of frames, or cases, or portables, or fixed equipment shall be connected to a suitable ground whenever possible.
9. Tools and personal protective equipment, including line workers' belts and safety belts, are kept in good repair at all times.
10. Leather gloves are to be worn while handling materials and while doing cold line work.

EQUIPMENT OPERATIONS

1. All general rules apply.
2. Before operating any equipment, be sure that it is in safe operating condition. Test brakes, clutches, steering, mechanisms, hydraulic and electric systems. Report any defects to your supervisor.
3. Never back your vehicle without first looking behind or having the proper guidance of a spotter.
4. Do not leave your machine without first lowering all buckets, blades, cans, etc., then set the brake and take the machine out of gear - make sure that the wheels are chocked if the machine is parked on a slope or grade.
5. Travel with the load as low as possible keeping a more positive center of gravity. If you must travel down a steep slope, keep the dozer, blade or can low to aid in braking if needed. For operators of rubber tired and steel drum combination rollers - if you roll down a steep grade, do so with the tires downhill. This will keep the machines ability to use the friction of the tires to slow the machine should it suddenly jump out of gear.

6. Heavy equipment is not to be used as transportation. Say **NO TO RIDERS!**
7. Park on level ground.
8. Keep mirrors and windshields clean.
9. Stay away from the edges of soft or non-compacted material. In other words, be familiar with the area you will be working in.
10. Before you start work, make sure you understand what is to be done.
11. Operators should not wear loose clothing which can get caught in moving parts of equipment.
12. Take a few seconds to check around your machine and make sure everybody is clear before moving it - particularly after lunch.
13. Before starting any motor, make sure that all operating controls are in neutral position.
14. Keep deck plates or steps of equipment free from grease, oil, ice, and mud.
15. Be very careful when mounting and dismounting any machine so that you do not lose your balance, slip or step on or in something that may be hazardous.
16. Always wear your seat belt.

PEG CHASERS

1. While chasing pegs, no individual will be allowed to put any part of their body in the path of the rotating rear wheels of the motor grader.
2. The use of hatches for replacing guard stakes, or uncovering hubs will not be allowed while the "chasing" operation is being performed.
3. The peg chaser will not replace the guard stake until after the rear wheels of the motor grader have passed the hub.

LABORERS

1. All general rules apply.

2. Generally, your work is associated with other crafts. You are expected to advise yourself of their working rules and comply with them. Heed all warning signs.
3. Keep all tools, material, and equipment in a safe and orderly manner. Keep passage ways and walkways clear at all times. In your work area "housekeeping" is also your responsibility. Keep the job orderly.
4. Use tools for their intended purposes only.
5. Never throw tools or material.
6. When working above ground, walkways of two (2) planks wide must be used.
7. Keep clear of moving vehicles and equipment.

FLAGGER PERSONS

1. All general rules apply.
2. You must be in good physical condition for this job - more specifically, you should have good eyes, ears and back.
3. You must wear the fluorescent vest and hard hat at all times.
4. Do not stand directly in front of the traffic.
5. Do not leave your station without a replacement.
6. Do not turn your back on either the traffic or equipment operations. Stay alert and watchful at all times.
7. No reading will be permitted at any time.
8. You must make sure your vehicle is parked off the road and out of the way of traffic and equipment.
9. You are not to sit in any vehicle while on duty - unless you are relieved by a certified and competent flag person.

MECHANICS AND WELDERS

1. All general rules will apply.

2. **Wear proper clothing for the job. Avoid loose fitting or hanging clothes. Also, avoid wearing jewelry.**
3. **Avoid using your hands for holding while you work on something. Use a vice, pliers, etc.**
4. **Use proper eye protection for the work you are doing.**
5. **Never depend solely on jacks or chain hoists to support a vehicle you have to work under. Use blocks.**
6. **Do not use drop cords or portable electric tools if the cords or fittings are not in good condition.**
7. **Guard against carbon monoxide gas from exhausts of running motors. See that there is proper ventilation.**
8. **Do not leave gasoline standing around in open containers. Whenever possible, use a solvent or other materials which have been determined to be safe preparations to clean parts.**
9. **Electrode cables shall not be left lying around. When you are finished welding, the cable shall be wound on the machine.**
10. **The electrode holder shall not be laid down in such a way that a short circuit or contact can be made with surrounding metal.**
11. **Always keep a fire extinguisher near at hand and ready for use.**
12. **You must get first aid for all injuries.**
13. **Do not attempt to lift anything too heavy for you. Get help or use a hoist. Make smart lifts by NOT bending at the back. Use your legs. (See Back Injury Prevention Section)**
14. **Keep your tools in good working condition. All mushroomed pieces shall be replaced or repaired immediately.**

RIGGING AND MATERIAL HANDLING

1. **All general rules will apply.**
2. **When working with cranes or hoisting equipment, one person only is to direct the operator.**

3. **Standard hand signals will be used. If you do not know them, see the back of this booklet for reference.**
4. **Make sure the boom is directly over the load before starting the hoist to avoid swinging the load as the lift is started.**
5. **Do not request lifts beyond the safe carrying capacity of sling, chain, rope or wire cable.**
6. **Be sure that slings are attached to the load properly and that all loose material or parts have been removed from the load before starting the lift.**
7. **Be sure that all persons and equipment are in the clear before you start to lift. Do not swing loads over heads of worker.**
8. **No person shall ride or stand on suspended loads or booms.**
9. **Signal for safe spotting of boom before leaving rig or hoist for any downtime.**
10. **Inspect rigging belts and all slings, ropes, and cables you are using. Unsafe equipment should be immediately replaced.**
11. **Use a tag line to keep loads from swinging.**
12. **Secure all loads properly and securely on trucks. Do not ride loads on truck bed or allow them to be ridden.**
13. **Securely block or crib any load which is to be left suspended.**
14. **When spotting loads, make sure they do not overload storage platforms or decks.**
15. **Loads will be spotted in such a manner as not to obstruct walkways or so as to cover air hose, water lines or electric lines.**

OFFICE PERSONNEL

1. **Prevent back injury by sizing up your load and using the proper lifting method. Get help when you need it. Remember, never lift and twist your back at the same time.**
2. **Avoid overloading top drawers of filing cabinets.**
3. **Keep file and desk drawers closed when not in use.**

4. Remove any wet or slippery spots on walking surfaces.
5. Keep all four legs of your chair on the floor.
6. Make sure pointed or sharp objects, such as pencils or razors, are guarded.
7. Only open one drawer of a file cabinet at a time.

TRUCK DRIVERS

1. All general rules will apply.
2. Check your vehicle before each shift for any defect and report them to your supervisor.
3. Always make sure you have good brakes.
4. Use the truck's lower gears to descend a grade.
5. When carrying overhanging loads, make sure they are protected by a red flag during daylight hours and a red light at night.
6. Know and abide by State laws when driving.
7. Never pass another vehicle on a curve.
8. Be careful about driving too close to the edge on the shoulders.
9. Make sure that before entering a public highway that all rocks and other material that may accumulate on the truck is cleared off and your load secured.
10. You must have in your possession a valid commercial drivers license with the appropriate certification and endorsements for your assigned work, i.e., D.O.T. Physical card, driving record, employment history, etc. You must also have completed all forms with regard to the driver Qualification File (submit copies to Staker Paving and Construction Co., Inc.)
11. You are also responsible to see that your truck has the proper forms for diesel fuel tax, licenses, registration and manifests, insurance and current permits for hauling equipment and/or material.

STAKER PAVING & CONSTRUCTION CO., INC

FIRST AID HINTS

- * When we think about an injury, we usually think of something big (i.e., broken bones, or the loss of a great amount of blood), but seemingly small wounds can turn into big pains. Follow these first aid hints to avoid further complications. Your foremen and/or Superintendents have first aid kits in their vehicles, and most field offices are also equipped with first aid supplies.**
- * Report all injuries no matter how slight. To neglect a cut or scratch is to invite infection.**
- * Do not move an injured patient unless absolutely necessary.**
- * Avoid touching wounds with your bare hands. Find the cleanest material possible.**
- * Do not wash the wound with water. To do so, will wash germs into the wound.**
- * In case of deep puncture wound, the patient should see a physician at once to avoid tetanus or lockjaw disease.**
- * Never remove an impaled object - it may be the only thing stopping fatal bleeding.**
- * With severe head injuries or suspected fractures of the skull, elevate the upper body. Give the injured person nothing by mouth.**
- * Treat arterial bleeding (bright red spurts) by placing direct pressure on the wound or on the artery between the wound and the heart (this may be done by means of the hands or pads). Use a tourniquet only as a last resort. If one is used, note time of application. Once a tourniquet is applied, never release it until the patient is in a physician's care.**

- * In case of suffocation, drowning, or heart failure, give artificial respiration and/or cardiopulmonary resuscitation (CPR) at once. While giving artificial respiration, treat at the same time for shock - do not give up! Patients have been known to survive after hours of resuscitation.**
- * Look for fractures. Large bones fractures can cause the patient to bleed to death slowly.**
- * Do not move the patient unless absolutely necessary (only after splints have been applied and qualified people supervise the movement).**

BACK INJURY PREVENTION PROGRAM

It is a well documented fact that eight out of ten Americans will suffer back pain at some time in their lives. Back injury is second only to the common cold and respiratory problems as the leading cause of worker absenteeism. Back injury can strike anyone, anywhere and anytime. Adults ages 25 to 44 are at greatest risk. Men suffer back injury three times as often as women. Billions of dollars are spent each year in the United States on the occupational back injuries and the accompanying disability claims and lawsuits.

In the construction industry, our risk of back injury is extremely evident according to the number of back related injuries that occur each year. Three out of ten accidents causing temporary injury are caused by moving or handling material incorrectly.

Our goal is to reduce this number by 100 percent; but to do this, we need everybody's help. There are two essential elements required to maintain a healthy back. First, it is important to stay fit and trim and in the best possible all-around mental and physical condition. Second, by avoiding the risks of back injury and by utilizing proper lifting techniques, it is estimated that 90 percent of all back injuries can be prevented.

In order to reduce the likelihood of back pain and injury, all employees should be familiar with the risk indicators and causes of back problems.

HIGH RISK INDICATORS AND CAUSES OF BACK PAIN

- * More than 20 percent overweight.**
- * Wearing shoes with heels higher than one inch.**
- * Standing or sitting in one position for more than 30 minutes.**
- * Working at a typewriter or video display terminal for much of the day.**

- * Frequently lifting heavy objects.
- * Driving for more than one hour at a time.
- * Placing or removing objects on shelves above head level or below knee level.
- * Participate in an athletic activity only occasionally rather than on a regular basis.
- * Sleeping on either a very hard or sagging mattress.
- * Poor body mechanics (i.e. slouching etc.)
- * Poor muscle tone.
- * Stress
- * Lack of exercise.
- * Riding or sitting on a machine that causes sudden jolts to the spine.

Many of these risk factors and causes of back pain can be reduced or changed. If they are not, you are a likely candidate for back and it's resulting severe and far reaching consequences, which include social and economic costs as well as pain for the victim.

HOW TO PROTECT YOUR BACK AROUND THE CLOCK

Because many back injuries occur during routine activities, you need to know how to position your body correctly as a matter of course. The following general guidelines will help you protect your back whether you are at home, at work, at play or at rest.

WHILE YOU SIT

Whenever you are sitting down, the pressure on the spine is one and one -half times grater than if you are standing. I you hunch over your work or slouch or slide down as you sit, you increase the pressure even more, stretching ligaments and compressing disks and nerves in your back.

To protect your back while you sit, you should:

- * Keep your back muscles straight, tighten your abdominal muscles, and keep your shoulders straight and centered above your hips. This position distributes your weight evenly and decreases the strain on your lower back.

*** Turn your entire body - not just your chest and shoulders - when you switch from one task to another, such as turning from a typewriter in front of you to a file cabinet behind you. A swivel seat or chair on wheels will make it easier for you to turn your entire body.**

*** Sit with your knees slightly higher than your hips to relieve strain. the chair seat should be large enough to accommodate two-thirds of the length of your thighs when you sit sack in the chair.**

*** When driving, keep both hands on the steering wheel.**

*** Avoid sitting in one position too long, whether at a desk or on an extended trip. Take a break, take a deep breath, and stretch your muscles every hour or so. A good way to ease tension is to place your hand in the small of your back and gently bend backwards two or three times.**

WHILE YOU STAND

Holding your body upright can stress your back, especially if you remain in one position too long. To protect your back while you are standing or walking, you should:

*** Relax your knees; don't lock them.**

*** Balance your weight on both legs.**

*** Don't stand with one hip to one side and all of your weight on one leg.**

*** Place one foot a few inches higher than the other when you stand for long periods. Use a small stool, small box, telephone book, or chair rung.**

*** Keep your pelvis slightly forward, head up, and chin and stomach tucked in to reduce pressure on the lower back.**

*** Align you upper body so that your shoulders are directly over your hips. This position places the weight on the pelvis and the large muscles and bones in the legs.**

*** Turn your entire body when you switch from one activity to another. Don't just twist the trunk. Move your feet first; your upper body will follow.**

WHEN YOU EXERCISE

Practice the habits that contribute to a healthy back whenever you are exercising - whether you are working out, practicing a particular sport, or simply being a spectator. To protect your back when you exercise you should:

- * Tighten your abdominal muscles to provide extra support for your back, especially when you bend from the waist to do leg lifts or other floor exercises.**
- * Exercise at your own pace. If you're starting a new sport or physical activity, don't worry about keeping up with others who are in better condition.**
- * Slow down or stop if you develop any persistent pain.**
- * Warm up for five minutes before you begin to exercise. It makes your muscles more flexible.**
- * Warm up for running by walking or jogging gently. Warm up for aerobic exercise by moving slowly and gradually increasing your speed.**
- * After muscles are warmed up, stretch them slowly, gently, and smoothly for five minutes.**
- * To derive aerobic benefit from any kind of exercise, continue it for at least 20 minutes.**
- * Cool down at the end of your exercise session by continuing to do the activity slowly for 5 minutes. Cooling down allows your body temperature and heart rate to return to normal gradually.**

PRACTICE LIFTING AND MOVING SKILLS

Whether you're lifting or moving something light, like a paper clip, or heavy, like a machine part, you need to know proper techniques. If you lift or move objects a great deal, these techniques will exercise and condition your large muscles, thus improving your endurance so that you can work for longer periods of time without feeling tired.

Three key principles are involved:

- * Don't use the small muscles of your back. Instead, use the large muscles in your thighs and abdomen.**
- * Keep your back as straight as possible.**
- * To give your back extra support, put on an internal girdle, by tightening your abdominal and buttock muscles.**

Here are some general guidelines to follow:

- * Test the weight of the object. Only you know your lifting limits. If the object is above your shoulders, push up on the edges gently. Otherwise, lift two corners to test the weight.**
- * If you'll be lifting something heavy, equip yourself properly. Protect fingers with gloves and cover toes with heavy shoes. You could wrench your back if you had to move suddenly to avoid pinched fingers and smashed toes.**
- * Lift with your mind instead of your back. Ask yourself: Can I slide or push the object, rather than lifting it? Is the path clear? Is the path level? Can I see where I am going? Do I have a clear landing spot?**
- * Position yourself so you don't have to twist any part of your body awkwardly or abruptly.**
- * Don't reach down to lift an object while you are sitting. Get up and use correct lifting techniques.**
- * Don't reach across the counter, tabletop, desk, or other surface to get an object. If you cannot walk over to get it, slide it toward you rather than lifting it.**
- * If the object is above your head, mount a sturdy, stable stool or ladder to bring your chest as even as possible with the object. Bring the object close to your chest as even with the object. Bring the object to your chest and then follow good lifting techniques.**
- * The further you must carry an object, the lighter the load should be. If you need to carry a heavy load for a long distance, break it up into several smaller loads or get help.**

As you lift or move the object, remember these safety precautions:

- * Breathe deeply without holding your breath.**
- * Never bend over an object to pick it up.**
- * Lift slowly and smoothly.**
- * If the object you are lifting is heavy, grasp it firmly and get it as close to the waist as possible. You should be grasping it at the bottom corners furthest from you. DO NOT lift higher than your chest. Your back will bend or arch if the object is held in any other position.**
- * If your job requires repeated lifting of moving, take frequent breaks. Your back needs a chance to relax and recover from strain.**

How you carry and lower an object is nearly as important as how you lift or move it. Here are a few tips:

- * Take small steps and go slowly.**
- * Move your feet in the direction you want to go and let your entire body follow. Turn around; don't twist around.**
- * Use your lifting skills to set an object down as carefully as you lifted it up.**
- * Sometimes an object that is too heavy or bulky to be lifted can be pushed. (Pushing is less strenuous than pulling.) Get a good grip on the object. Use the weight of your body for extra power. Let your thigh muscles do the work. brace your feet for maximum leg power, bending your knees and keeping your back straight as possible.**

SQUAT LIFT

The safest way to lift most objects, especially large or heavy ones, is from a squat position. Squatting widens your base of support and permits you to keep a load close to your body, further helping you maintain your balance.

To lift from a squat position, you should:

- * Stand close to the object with your feet wide apart. Place one foot beside the object and the other foot behind it. Then squat down and test the weight of the object. If the object is particularly heavy, place one knee on the floor, and keep the other foot flat on the floor.**
- * Pull the object close to you and balance the load. Assume a fairly upright position.**
- * Thrust upward with your leg muscles, keeping your back as straight as possible. Don't jerk the object, for this put extra strain on your back. Remember, bend from the knees, not from the hips.**
- * Finally, stand holding the object close to you and keeping your back straight.**

GOLFER'S LIFT

When picking lightweight objects, never bend from the waist. Always use the golfer's lift. Think of a golfer lifting a ball, and:

- * Face the object.**
- * Tighten your stomach muscles and bend at the hip, not at the waist, lifting one leg up and out behind you.**

- * Pick up the object.**

- * Pull your leg down and tighten your stomach muscles to power yourself back up.**

TEAM LIFT

When a load is especially heavy, get help from one or more people, then:

- * Together, plan ahead to prevent sudden load shifts.**

- * Lift together, with one person calling directions so everyone can lift in unison, walk in step, and lower the load together.**

USING EQUIPMENT TO LIFT

If someone else isn't available to help, get appropriate lifting equipment. Make certain you know how to operate the equipment properly before you use it.

STAKER PAVING & CONSTRUCTION, INC CO. DRUG & ALCOHOL TESTING POLICY

Purpose:

The intent of the Company is to create and maintain a work environment that is free from safety and health hazards to its employees, customer and the public. As a part of good safety management and to reduce work place problems created by the abuse of alcohol and drugs, the Company hereby adopts a policy for testing employees and prospective employees for drugs and alcohol in the work place.

Guidelines and procedures to be followed in implementing and enforcing the Company's drug and alcohol program are described as follows:

Scope:

Applies to all employees of Staker Paving.

Policy:

The Company will not allow the use, possession, concealment, transportation, sale, promotion, purchase or distribution of non-prescription drugs or alcohol on Company premises, job sites or in Company vehicles at any time. No employee will be allowed to work or operate Company vehicles or equipment while under the influence of alcohol or drugs at the levels outlined in Section D.

Responsibility:

A. The employee must act as a responsible representative for the Company and as a good, law abiding citizen. It is his/her responsibility to report known use, sale, possession or distribution of drugs on Company premises or in the Company vehicles to his/her immediate supervisor, the human resource manager or safety manager.

B. Each supervisor/manager is held accountable for being familiar with this policy and its administration. She/he must keep good records of employee performance. Any situation involving an employee under the influence of drugs or the use, sale, possession or distribution of drugs should be reported to the manager. It is the supervisor's responsibility to document situations of suspected or actual drug use.

Periodic Test for the Presence of Drugs:

A. The Company reserves the right to periodically test employees who operate vehicles/equipment or work on Company premises or job sites, including management. In accordance with the provisions of this policy, the Company may require the collecting and testing of samples for the following purposes:

1. Investigation of possible individual employee impairment;
2. Investigation of accidents in the work place or incidents of work place theft;
3. Maintenance of safety for employees or the general public; or
4. Maintenance of productivity, quality of products or services, or security of property or information.

The collecting and testing of samples shall not be limited to circumstances where there are indication of individual, job-related impairment of an employee or prospective employee.

"Sample" means urine, blood, breath, saliva, or hair.

B. If any employee refuses to submit to the drug screening test(s), she/he will be considered as having voluntarily resigned without notice.

C. Drug Testing Procedure:

Employees will complete a pre-testing consent form as part of the drug testing procedures. This is in addition to any signed acknowledgment forms which may have been obtained at the time of employment or any other consent form will be construed as voluntary resignation.

Note: The inability of employee(s) to determine who will be tested or when she/he might be tested is considered to be a deterrent to employee(s) use or abuse of drugs. Unannounced drug screen testing will usually be conducted at the location designated by the Company.

D. The Company will utilize a laboratory that is experience in performing urinalysis for drug selection. The laboratory will confirm a positive screening g result by a test using a different, more sensitive, analytical method. The laboratory will provide chain of custody procedures and documentation necessary to avoid samples form getting mixed up during the various analytical procedures and final results reporting.

Samples shall be collected and tested with due regard to the privacy of the individual being tested, and in a manner reasonably calculated to prevent substitutions or interference with the collection or testing of reliable samples.

The following detection limits (amount of the drug which can be reliably detected by the laboratory) will be used to determine a positive test result:

DRUG ABUSE SCREEN

<u>Drug Components</u>	<u>Initial Test</u>	<u>Confirmation Test</u>
1. Marijuana	500/100 ng/mL	15 ng/mL
2. Cocaine	300 ng/mL	150 ng/mL
3. Opiates	300 ng/mL	300 ng/mL
4. PCP	25 ng/mL	25 ng/mL
5. Amphetamines	1000 ng/mL	500 ng/mL
6. barbiturates	300 ng/mL	300 ng/mL
7. Benzodiazepines	300 ng/mL	300 ng/mL
8. Methadone	300 ng/mL	300 ng/mL
9. Propoxyphene	300 ng/mL	300 ng/mL
A. Alcohol	Cannot drive with test of 0.02% or greater. Between 0.02% and 0.04% a D.O.T. driver will be suspended for 24 hours. Any D.O.T. driver with an alcohol test result of 0.04 or greater will be subject to disciplinary action. Substance abuse program completion will be necessary at this level before the driver will be allowed to return to his/her driving position.	

*NG/ML = Nanogram/Milliliter of Urine

E. In order to maintain confidentiality, all test results will be processed through the Safety and/or Personnel Departments.

F. Confirmation of positive test results shall be verified before using the test results as the basis for any action.

G. Positive Tests Results :

Upon receipt of a verified or confirmed positive drug or alcohol test result which indicates a violation of this policy, or upon refusal to an employee or prospective employee, to provide a sample for drug testing, the company, at its option, and in its sole discretion, will take one or more of the following actions:

- a. Suspension of the employee until such time as the employee shall be able to successfully pass a drug test to the satisfaction of the company any. The company makes no commitment to hold open the job of any employee thus suspended. If work or economic conditions make the replacement of any such

employee necessary or advantages before the employee can come into compliance with the company's Substance Abuse Policy, the employee must expect to be replaced and to find his or her job no longer available.

b. Termination of employment. As explained above this may occur during suspension and may occur without notice to the employee.

c. Refusal to hire any prospective employee.

d. Other disciplinary measures at the sole discretion of the company.

Prescription Drugs:

Employees are required to inform their supervisors of any use of prescribed medicine that could affect their performance. They are required to have a written statement from their doctor regarding its effect on the employee's performance of job duties and present this to his/her supervisor. An employee will not be allowed to operate equipment if medication could interfere with safe operations.

Failure to notify company management of the use of medication that could affect performance of the job can lead to disciplinary actions, up to and including termination, as described in this policy.

HAZARD COMMUNICATION WRITTEN PROGRAM

This program has been prepared to comply with the requirements of the Federal OSHA Standard 1926.59 and to insure that information necessary for safe use, handling and storage of hazardous chemicals is provided to and made available to all employees.

This Program includes guidelines on identification of chemical hazards and the preparation and proper use of container labels, placards, and other types of warning devices.

A. Chemical Inventory

1. Staker Paving & Construction Co., Inc.'s Maintenance Shop and Office maintains an inventory of all known chemicals in use or stored on the work site. A Chemical/Hazardous Material inventory list is available from the Project or Shop Superintendent.
2. Hazardous chemicals brought onto any project or work site by Staker Paving will be included on the hazardous chemical inventory list.

B. Container Labeling

- 1. Except for small quantities for immediate use, all chemicals on-site will be stored in their original or approved containers with a proper label attached. Any container not properly labeled should be given to the Project or Shop Superintendent for labeling or proper disposal.**
- 2. Workers may dispense chemicals from original containers only in small quantities intended for immediate use. Any chemical left after the work shift is completed must be returned to the original container or the foreman or Parts Department for proper handling.**
- 3. No unmarked containers of any size are to be left in the work site unattended.**
- 4. Staker Paving and Construction Co., Inc., will rely on manufacturer applied labels whenever possible, and will ensure that these labels are maintained. Containers that are not labeled or on which the manufacturer's label has been removed will be relabeled.**
- 5. Staker Paving and Construction Co., Inc., will ensure that each container is labeled with the identity of the hazardous chemical contained and any appropriate hazard warnings.**

C. MATERIAL SAFETY DATA SHEETS (MSDS)

- 1. Employees working with a hazardous chemical may request a copy of the Material Safety Data Sheet (MSDS). Requests for MSDS's should be made to the Parts Department or the project office.**
- 2. MSDS's should be available and standard chemical reference may also be available on the site to provide immediate reference to chemical safety information.**
- 3. The emergency procedure to gain access to the MSDS's information is to contact the Project or Shop Superintendent either by two-way radio or telephone.**

D. Employee Training

Employees will be trained to work safely with hazardous chemicals. Employee training will include:

- 1. Methods that may be used to detect a release of a hazardous chemical(s) in the work place.**

2. **Physical and health hazards associated with chemicals.**
3. **Protective measures to be taken.**
4. **Safe work practices, emergency responses and the use of personnel protective equipment.**
5. **Information on the hazard communication standard including:**
 - a. **Labeling and warning systems, and;**
 - b. **An explanation of Material Safety Data Sheets.**

E. Personnel Protective Equipment (PPE)

Required PPE is available from the worker's immediate supervisor or the traffic Department. Any employee found in violation of PPE requirements may be subject to disciplinary actions up to and including discharge.

F. Emergency Response

1. **Any incident of overexposure or spill of a hazardous chemical/substance must be reported at once to the supervisor at the site, the Project or Shop Superintendent and the manager of the department.**
2. **The foreman or the immediate supervisor will be responsible for insuring that proper emergency response actions are taken leak/spill situations.**

G. Hazards of Non-Routine Tasks

1. **All supervisors will inform employees of any special tasks that may arise which would involve possible exposure to hazardous chemicals.**
2. **Review of safe work procedures and use of required PPE will be conducted prior to the start of such tasks. Where necessary, areas will be posted to indicate the nature of the hazard involved.**

H. Informing Other Employees

1. **Other on-site employers (subcontractors) are required to adhere to the provisions of the Hazard Communication Standard - unless they have their own policy which is at least as strict as this one.**

2. Information on hazardous chemicals known to be present will be exchanged with other employers on the project site. Employers will be responsible for providing necessary information to their employers.
3. Other on-site employers will be provided with a copy of Staker Paving's Hazard communication Program.

I. Posting

Staker Paving and Construction Co., Inc., will post this program and other information regarding the Hazard Communication Standard at the project office.

MSDA HIGHLIGHT - AGGREGATE

1. Identify: Construction Aggregates - Stone, Gravel, Sand.
2. Manufacturer's Name: Staker Paving & Construction Co., Inc.
3. Hazardous Ingredients: Respirable Dust, Free Silica, Quartz.
4. Physical/Chemical Characteristics: Appearance of black, brown, red or tan.
5. Fire and Explosion Hazard Data: None.
6. Reactivity Data: Stable
7. Health Hazard Data: This product may contain crystalline silica, as do virtually all other sand and stone products. Prolonged or repeat inhalation of crystalline silica can cause scarring of the lungs or silicosis. The symptoms include coughing, difficulty breathing, wheezing and impairment of pulmonary function. Symptoms tend to worsen with exposure to dust containing free silica, with advancing age and with smoking. Silicosis or lung cancer may lead to permanent injury or loss of life. NOTE: IARC has found that crystalline silica to be carcinogenic in certain experimental animals. Carcinogenicity of crystalline silica to humans is neither certain nor proven. Presently, there is insufficient evidence to consider silica to be carcinogenic in humans.

Medical Conditions Generally Aggravated by Exposure: Eye and respiratory conditions.

Emergency and first aid Procedures: Move from exposure area - wash eye and wear respiratory mask.

8. Precautions for Safe Handling: Dust control with water or ventilation (respirator).

9. Control Measures: MSHA approved dust respirator. Use sprays to suppress dust. Use goggles, if necessary. Wash eyes if necessary.

MSDS HIGHLIGHT - CONCRETE

1. Identity: Freshly mixed unhardened portland cement concrete.

2. Manufacturer's Name: Various suppliers.

3. Hazardous Ingredients: CAS#12168-85-3, traces CaO , MgO , K_2 , SO_4 . Other ingredients inert gravel, sand, rocks.

4. Physical/Chemical Characteristics: Gray, flowable, muddy. odorless.

5. Fire and Explosion Hazard Data: None.

6. Reactivity Data: Stable - Product hardens in 2 to 8 hours and is no longer considered dangerous.

7. Health Hazard Data: This product may contain crystalline silica, as do virtually all other sand and stone products. Prolonged or repeated inhalation of crystalline silica can cause scarring of the lungs or a progressive lung disease called silicosis. The symptoms include coughing, difficulty breathing, wheezing and impairment of pulmonary function. The symptoms of silicosis tend to worsen with continued exposure to dust containing free silica, with advancing age and with cigarette smoking. NOTE: IARC has classified crystalline silica as a Group 2A potential human carcinogen and considers it to be carcinogenic in certain experimental animals. The carcinogenicity of crystalline silica to humans is neither certain nor proven; IARC concluded that there is insufficient evidence to consider silica to be carcinogenic in humans. Either silicosis or lung cancer may lead to permanent injury or loss of life.

Medical Conditions Generally Aggravated by Exposure: None known.

Emergency and First Aid Procedures: Irrigate eyes with water. Wash exposed areas of the body with soap and water.

8. Precautions for safe handling and Use: Use creams, gloves, boots, etc., to keep wet concrete off your skin. Concrete can cause chemical burns. Wear protective clothing if splashing while placing wet concrete. Keep wet concrete off your skin. Wear goggles if splashing occurs near your face. Cutting, grinding, scarifying of hardened concrete can cause silica laden dusting. Prevent dust exposure by wetting concrete or wear a respirator.

9. Control Measures: Eye and skin protection. See above.

10. Notice and Warning: The international Association for Research on Cancer (IARC) has listed Crystalline Silica as a probable carcinogen. Testing on laboratory animals subject to crystalline silica has been evaluated as probable cancer causing. There is no testing results for humans. We deliver freshly mixed concrete (unhardened). Crystalline Silica is only harmful in an airborne dust state; therefore, if you saw, grind or fracture hardened concrete, you may have an exposure to crystalline silica.

MSDS HIGHLIGHT - ASPHALT

1. Identity: Bituminous Concrete (Asphalt) Petroleum Hydrocarbons. Chemical Family - Petroleum Asphalt Formula 94% Mineral Aggregates and Asphalt Cement.

2. Manufacturer's Name: Staker Paving & Construction Co., Inc.

3. Hazardous Ingredients: Under certain circumstances, sulfur compounds in hot asphalt may form hydrogen sulfide (H₂S) gas. As asphalt is cooled, more H₂S may be emitted in traces. H₂S has an odor of rotten eggs or a sweetish, strong smell in high concentration. Tests show that persons should stay two feet away from tanks, compartments, hatches and dome covers containing asphalt and they will be clear of potential H₂S dangers prolonged breathing of 50 to 100 ppm of H₂S may produce eye and respiratory tract irritation, headache, nausea, and high concentration of 700 to 1,000 ppm could result in unconsciousness and could be fatal. A maximum of 10 ppm for 8 hours, or a 20 ppm ceiling and a peek of 50 ppm is allowed by government agencies.

4. Physical/Chemical Characteristics: Boiling point - 850 degree F; Appearance - Black semi-solid when cold. Viscous fluid when hot.

5. Fire and Explosion Hazard Data: Use dry chemical, foam or CO₂ preferred. Waterlog on flat surfaces. Don't use water on asphalt oil. Always avoid breathing asphalt fumes. Keep away from strong oxidants such as liquid and concentrated oxygen.

6. Reactivity Data: Stable; Hazardous Decomposition Products - Fumes, smoke, H₂S, OSHA Regulated - Yes.

7. Health Hazard Data: This product may contain crystalline silica, which is considered by the IARC to be a possible carcinogen. Silica, if breathed into the lungs, can result in Silicosis or lung disease. Free silica is not airborne in hot or cold asphalt. The carcinogenicity of crystalline silica to humans is neither certain nor proven. Either Silicosis or lung cancer could lead to permanent injury or loss of life.

Medical Condition Generally Aggravated by Exposure: None known.

Emergency and First Aid Procedures

If burned by the hot product, obtain medical attention immediately. If the hot product is splashed into eye, flush with clear water as much as possible and obtain medical attention. If overcome by H₂S, immediately remove to fresh air and seek medical attention. If breathing is stopped, start resuscitation and call for medical assistance.

8. Precautions for Safe Handling and Use: Hot asphalt can burn, avoid bare skin contact. Avoid breathing fumes unnecessarily.

9. Spill or Leak Procedures: Allow to cool and remove. Waste Disposal - Return to asphalt plant for recycle.

10. Special Protection: Eye protection recommended, long sleeves, long pants and work boots.